

## OPERATIONS GROUP FILE

LOGNOTE - Chief, Operations Group, 9 April 1986

1. [redacted] PMCD, and I today met with Jordan Bureau Chief [redacted] to discuss FBN issues at the bureau. Dave was given the memo prepared by [redacted] on the recent turndown by D/Pers of PMCD's attempt to split from the Embassy wagescale and grant 3.1 percent increases in frozen grades 7-10 as well as guidelines for collecting salary survey data from the radio and TV stations and a salary survey questionnaire. Both Norm and I stressed to Dave the importance of keeping in close touch with the Embassy administrative office to ensure he learns well in advance of any upcoming changes in the compensation schedule and of keeping us fully informed to avoid surprises as happened with the last change. Dave noted that he had learned of the impending change only a week before it was actually implemented. Dave also noted that he has not had a serious retention problem in the last year and that he has had no problem recruiting at the 7/1 EOD entry level for monitors. He expects this situation to improve further in the future as more and more Jordanians are losing jobs in the Arab Gulf area. He said the major reason employees seek work elsewhere is the shiftwork, noting that the introduction of shift disturbance pay at the bureau last year has helped somewhat to alleviate this situation. He does not expect to lose personnel as the result of the pay freeze in certain grades, but does believe morale would be lifted were we to get approval for the 3.1 percent increase in grades 7 through 10. He said he will fill out the survey questionnaire upon his return to Amman. PMCD will then study the results to see if there is sufficient documentation to appeal to the Director of Personnel on this issue.

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(cc: Chief, Jordan Bureau, Jordan FBN file)